

Helpfulness

Measures friendliness in personal interactions; a willingness to be helpful and provide service. Helpfulness is essentially an indicator of a person's need to be liked and desire to show compassion.

Assertiveness

Indicates the forcefulness a person will use to control a situation; it measures directness, thoughtfulness, forcefulness and consistency in communication, without having to rely on anger.

Cautiousness

This measures how careful one is in making decisions. It relates to how deliberately one evaluates situations or materials before taking action.

Confidence

Confidence is a measure of self-esteem as well as the courage, self-worth and comfort one brings to social, problem-solving and leadership situations.

Persuasive-Drive

This trait incorporates a number of other personality measures. Persuasive-drive is the inner need to persuade others as a means of gaining personal gratification. Persuasive-drive correlates with the joy one receives from persuading or influencing another person.

Empathy

This trait incorporates a number of other personality measures. Empathy is the ability to "step into another's shoes" accurately so that they can understand someone else's point of view.

Flexibility

This measures an individual's willingness to modify their approach and to adapt to a changing situation as well as their willingness to utilize feedback.

Idea Orientation

Measures originality or creativity. This measures an individual's propensity to come up with "out of the box" solutions. A lower score means they use a more practical method to solve problems.

Problem Solving

The ability to detect mathematical and logical patterns in various series and sequences of numbers and letters. Problem Solving is indicative of one's ability to understand and solve multifaceted and otherwise complex problems, often with little data.

Sociability

Measures the ability and desire to be around and work with people. Individuals who rank high in this quality enjoy being with and working with others. More specifically, they relate well in one-on-one and large group situations. They are likely to have a large circle of close friends.

Thoroughness

Measures an individual's attention to detail and tendency to persevere. Quite simply it measures one's willingness to go through every single detail of a task.

Because finding a job shouldn't be one.